

Curriculum Vitae of Robert A. Lloyd

CONTACT INFORMATION

St., Hays, KS 67601
ralloyd@fhsu.edu

EDUCATION

George Fox University Newberg, OR
Doctorate of Business Administration

Fort Hays State University Hays, KS
Master's in Business Administration
Concentration: Management

Fort Hays State University Hays, KS
Bachelor of Arts, *Cum Laude*
Major: Spanish

Fort Hays State University Hays, KS
Bachelor of Business Administration, *Cum Laude*
Major: Management
Honors: Dean's Honor Roll

COURSES TAUGHT

Fort Hays State University
MGT 301 – Management Principles
MGT 611 – Human Resource Management (undergraduate)
MGT 611 – Human Resource Management (graduate)

Bethel College
ECN 212 – Microeconomics
BUSD 235 – Small business & entrepreneurship
BUSD 328 – Leadership
BUSD 330 – Strategic selling
BUSD 301 – Management Principles
IDS 333a – International business travel course (Panama, Colombia, & Ecuador)
IDS 333b – International business travel course (Brazil, Argentina, Chile, Paraguay, & Uruguay)
BUSD 364 – Organizational behavior
BUSD 381 – Human resource development
BUSD 443 – International Business
BUSD455 – Business ethics
BUSD481 – Senior research seminar (Research Design)
BUSD482 – Senior research seminar (Research Execution)
BUSD491 – Senior internship



PRIOR SERVICE:

Bethel College (Associate Professor)

August 2013 – July 2017

Taught undergraduate courses in management, economics, and marketing

Served as academic advisor for 25-40 students each year

Served as program director of “Business Honor Scholars Camp”

Represented department on campus committees:

Teacher Education Committee

Retirement Planning Committee

Common Ground Steering Committee

Institutional Web Development Committee

Low Ropes Committee

Served one year as Faculty Senate Recorder

Delivered faculty report to Bethel College Board of Directors

Served as test interviewer for senior culminating project

Volunteered to tutor students during “Up all night in the library” during finals week

DATE OF APPOINTMENT TO FHSU FACULTY

August 15, 2017

UNIVERSITY, COLLEGE AND DEPARTMENT SERVICE

University

Student Success Committee (2018-present)

Summer Camp Committee (2018-present)

Robbins College of Business and Entrepreneurship

BBA continuous improvement committee (2017-present)

RCOBE entrepreneurship committee (2017-present)

Associate Editor – JIIBR (2017-present)

Department of Management

Director of MPS in HR master’s program (2017-present)

Director of the Entrepreneurship Camp (2017-present)

Advisor for SHRM student chapter (2017-present)

Search committee (chair) - Management Instructor (2018)

Search committee - China faculty (2017-2018)

Search committee - Chair of Management Department (2018)

SERVICE TO THE PROFESSION

Reviewer for *Midwest Academy of Management* (2018)

Reviewer for *Academy of Management* (2018)

Reviewer for *International Journal of Management Review* (2018)

Seminar on Integrated Organizational Strategy for HR – WKHRMA (2017)

Reviewer for *Southwest Academy of Management* (2017)

Reviewer for *IGI Global Publisher* (2016)

Reviewer for *Latin American Business Review* (2015)

Reviewer for *TBTEA Journal* (2015)



PUBLICATIONS AND CONFERENCE PRESENTATIONS

Peer Reviewed Journal Articles and Book Chapters

Lloyd, R. A., Martin, M. J., Hyatt, J., & Tritt, A. (2019). A cold call on work-based learning: A “live” group project for the strategic selling classroom. *Higher Education, Skills and Work-Based Learning*, 9(1).

Thoman, D., & **Lloyd, R. A.** (2018). A review of the literature on human resource development: Leveraging HR as a strategic partner in the high performance organization. *Journal of International & Interdisciplinary Business Research*, 5(1), 147-160.

Lloyd, R. A., & Mertens, D. (2018). Expecting more out of Expectancy Theory: History urges inclusion of the social context. *International Management Review*, 14,(1), 28-43.

Lloyd, R. A. (2017). The Panama Canal as a determinant of FDI inflows in Panama. *Review of Integrative Business and Economics Research*, 7(2), 87-102.

Lloyd, R. A. (2017). The impact of CSR efforts on firm performance in the energy sector. *Review of Integrative Business and Economics Research*, 7(3), 25-65.

Vollrath, M., **Lloyd, R. A.**, & Liu, Y. (2017). A new standard for global education: A case study of Duke Kunshan University. In Alphin, H. C., Lavine, J., & Chan, R. Y. (Eds.), *Exploring the Future of Accessibility in Higher Education*, IGI Global, 21-36.

Lloyd, R. A., Zhang, C., & Rydin, S. (2017). The Halloween indicator is more a treat than a trick. *The Journal of Accounting and Finance*, 17(6). 96-108

Lloyd, R. A. (2016). CHS Country Operations’ international business strategy. *Journal of the North American Management Society*, 10(1), 66-84.

Lloyd, R. A. (2015). A brief history of globalized markets: Implications for managers. *Journal for Global Business Education*, 14, 5-11.

Lloyd, R. A. (2015). National competitiveness of the U.S. natural gas industry. *Texas Business and Technology Educators Association Journal*, 8(1), 88-103.

Lloyd, R. A. (2015). Experiential learning approaches to principles of management, *Administrative Issues Journal*, 3(5), 29-36.

Lloyd, R. A. (2015). An analysis of fertilizer markets in BRIC countries. *Administrative Issues Journal*, 5(3), 77-88.

Lloyd, B. (2014). The Settlers of Catan® form a provincial government: An experiential exercise for the small business classroom. *Journal for Global Business Education*, 13, 15-22.



Conference Presentations

Lloyd, R. A., & Helens-Hart, R. (2018). Digital technologies as an enabler of social cognition: Mobilizing the rural entrepreneurial ecosystem. 22nd Annual Interdisciplinary Conference on Entrepreneurship, Innovation and SMEs. Stuttgart, Germany

Helens-Hart, R., & **Lloyd, R. A.** (2018). Mediated portrayals of co-constructed organizational dissent in Undercover Boss. SACAD Conference. Hays, KS

Lloyd, R. A. (2017). The Panama Canal as a determinant of FDI inflows in Panama. SIBR 2017 Hong Kong Conference. Hong Kong

Lloyd, R. A. (2017). The impact of CSR efforts on firm performance in the energy sector. SIBR 2017 Hong Kong Conference. Hong Kong

Thoman, D., Rydin, S., & **Lloyd, R. A.** (2017). High performance work systems: The impact on employee performance and customer satisfaction. Association of Human Resources Development - International Research Conference in the Americas. San Antonio, TX

Lloyd, R. A., & Mertens, D. (2015). A re-examination of Vroom's expectancy theory: Motivation within the social context. Southwest Academy of Management. Houston, TX

Lloyd, R. A. (2015). Experiential learning approaches to principles of management. Administrative Issues Conference: Challenge of Change. Weatherford, OK

Lloyd, R. A. (2015). Analysis of fertilizer markets in BRIC nations. Administrative Issues Conference: Challenge of Change. Weatherford, OK

Works in Process

Yamamoto, K., & **Lloyd, R. A.** (2018). A critical review of Japanese expatriation in the United States. In George, B., & Roberts, J. (Eds.), *The Changing Landscape of Global Business: Principles and Practices*, Cambridge Scholars Publishing, (submitted for review).

Thoman, D., & **Lloyd, R. A.** (2018). The emergence of knowledge workers in defense contracting in BRIC nations. In George, B., & Paul, J. (Eds.), *Business Transformation in Data Driven Societies*, Palgrave MacMillan, (in progress).

Lloyd, R. A., & Jeter, W. (2019). A survey to gauge the entrepreneurial mindset: Reliability and validity measures. Submitted to Annual Interdisciplinary Conference on Entrepreneurship, Innovation and SMEs.

Helens-Hart, R., & **Lloyd, R. A.** (2019). Organizational dissent in Undercover Boss. Project is estimated for completion and submission in fall 2018.

Villegas, S., & **Lloyd, R. A.** (2019). Ethical gatekeepers: Hiring ethics and employee selection. Project is estimated for completion and submission in fall 2018.



SCHOLARLY CONFERENCES ATTENDED

The Experiential Classroom XVIII: University of Florida, USASBE, Gainesville, FL (2017)

DISSERTATION COMMITTEES

Kat Yamamoto. CSR in the Food Services Industry. George Fox University. DBA

GRANTS RECEIVED

\$19,000 - Fred and Mary Koch Foundation, Fort Hays State University, (2018)

\$15,000 - Charles Koch Foundation, Bethel College, (2017)

HONORS AND DISTINCTIONS

Best Reviewer – Southwest Academy of Management Conference (2017)

Excellence in the Entrepreneurship Classroom for Creative Teaching - USASBE (2017)

INVITED LECTURES:

Saint John Institute (2018) – “Maintaining your values as a business professional”

Temple University Japan Campus (2017) - “Global marketing and sustainability”

Temple University Japan Campus (2017) - “Economics, Energy, and Ecology: Crossroads for CSR”

University of Florida (2017) – “The difference between a viable product and a good idea”

University of Alaska Southeast (2017) - “Mintzberg’s culture school as effective business strategy”

Our Lady of the Lake University (2017) - “A comparative analysis of research methodologies”

Fort Hays State University (2016) – “Building an effective ethical climate”

Oral Roberts University (2015) – “Marketing lessons from the U.S. Antarctic Program”

COMMUNITY SERVICE:

Future Business Leaders of America – State conference judge, Topeka, KS (2017-present)

Future Business Leaders of America – Chapter mentor, Hesston, KS (2017)

Child sponsorship and mentor – Unbound, Kansas City, KS (2017-present)

Parish child care – Blessed Sacrament Catholic Church, Wichita, KS (2016-2017)

Meals for bereaved – Blessed Sacrament Catholic Church, Wichita, KS (2015-2017)

Meals for homeless – family activity, Wichita, KS (2015-2017)

Orphanage Service - Niños de Papel, Cartagena Colombia (2016)

Catechesis Teacher – Resurrection Catholic Church, Wichita, KS (2014-2015)

Disaster Cleanup – Joplin Tornado, Young Adults of Wichita, Joplin, MO, (2012)

Legion of Mary – Visitations to Catholic Care Center, Wichita, KS (2010-2012)

Chancellor – Knights of Columbus, Organized annual golf tournament, Wichita, KS (2008-2012)

Foster parents – Salvation Army (2009-2011)

Co-coordinator – Young Adult Ministry, St. Thomas Aquinas, Wichita, KS (2010-2011)

Stewardship Committee Co-chair – St. Thomas Aquinas Catholic Church, Wichita, KS (2008-2010)

Disaster Cleanup – Greensburg Tornado, Habitat for Humanity, Greensburg, KS (2008)

Disaster Cleanup – Hurricane Katrina. Tigers in Service, Gulfport, MS, (2007)

Big Brother – BBBS of Ellis County, Hays, KS (2002-2007)

